U.S. AIR FORCE



SCA/DBA "CROSSWALK" REFERENCE GUIDE

Air Force Contracting SCA/DBA topic reference guide for Federal Acquisition Regulation (FAR) and Code of Federal Regulation (CFR)

Air Force Contracting (SAF/AQC)

Labor Advisors
Office



Service Contract Act / Davis-Bacon Act "Crosswalk" Reference Guide

October 2021

Service Contract Act	<u>Federal</u> <u>Acquisition</u> <u>Regulation (FAR</u> <u>Part 22)</u>	<u>Code of Federal</u> <u>Regulations</u> <u>Reference (29 CFR</u> <u>Part 4)</u>
Authority, Scope and Responsibility		
Department of Labor's	22.1004	4.1, 4.101. 4.102
Contracting Agency's	22.1000, 22.1006	4.4, 4.5, 4.6, 4.7
<u>Definitions</u>		
Agency Labor Advisor	22.1001	
Service Contract	22.1001	4.110, 4.1a(a)
Contractor	22.1001	4.1a(f)
Service Employee	22.1001	4.113(b)
United States	22.1001	4.112(a)
Wage Determination	22.1001	4.1a(h), 4.3
Incumbent Contractor	22.1002-3, 22.1008-2, 52.222-41(f)	4.1b, 4.50(b), 4.53, 4.163
Predecessor Contractor	22.1002-3, 22.1008-2, 52.222-41(f)	4.1b, 4.50(b), 4.53, 4.163
Successor Contractor	22.1002-3, 22.1008-2, 52.222-41(f)	4.1b, 4.50(b), 4.53, 4.163
Principal Purpose See Applicability	22.1003-1	4.111, 4.131, 4.132
e-98	22.001	4.1a
Wage Determinations on Line (WDOL)	22.001	4.1a
Applicability		
General	22.1003-1	4.110
Geographic Coverage	22.1003-2	4.112
Individually (personally) Performed Contracts	N/A	4.113(a)(1)
Performance by Exempt Executive, Administrative, Professional Employees	N/A	4.113(a)(3)
Examples of Covered Contracts	22.1003-5	4.130, 4.131, 4.132
Questions Concerning Applicability	22.1003-7	4.113(a)(4)
Errors (of the Contracting Agency) Discovered by Department of Labor	22.1015	4.5[c]

- III		
Demolition (No Follow-on Construction)	37.301	4.116(b)
Principal Purpose	22.1003-1	4.111
Furnishing Services Involving More	N/A	4.131
than Use of Labor		
Services and Other Items Being	N/A	4.132
Furnished under a Single Contract Contracts Outside the Act's Coverage	N/A	4.134(a)
(State/Local/Territorial Governments)	14/74	1.101(d)
Contracts Outside the Act's Coverage	N/A	4.134(b)
(Not Principally Services Products/Leases)		
Contracts Outside the Act's Coverage	N/A	4.134(c)
(Printing/Reproduction/Tire Recap,		
etc.)		
5		
Exemptions, Statutory	00.4000.0/ \	4.440(.)
Construction, Alteration, Repair of Public Buildings/Works	22.1003-3(a)	4.116(a)
Manufactured Goods and Supplies	22.1003-3(b)	4.117(a)
Transportation of Freight/Personnel	22.1003-3[c]	4.118
Subject to Published Tariff Rates	22 / 22 2 2 / 1)	
Radio, Telephone, Telegraph, Cable Services subject to Communications	22.1003-3(d)	4.119
Act		
Public Utilities Services	22.1003-3(e)	4.120.
Direct Personal Services by an	22.1003-3(f)	4.121
Individual Postal Service Contract Station	22.1003-3(g)	4.122
Operation	22.1003-3(g)	4.122
7		
Exemptions, Administrative		
Transportation of Mail Common	22.1003-4(b)(1)	4.123(d)(1)
CarriersRegular Routes Insubstantial Revenue		
Transportation of Mail Owner	22.1003-4(b)(2)	4.123(d)(2)
Operators No Service Employees		=3(=)(=)
Hired	00.40004.(1.)(0)	4.400(1)(0)
Transportation of Freight/Personnel Subject to Interstate Commerce	22.10034-(b)(3)	4.123(d)(3)
Commission		
Automated Data Processing	22.1003-4(c)(1)(i)	4.123(e)(1)(i)(A)
Equipment (Computers)	22 1002 4/5\/4\/::\	4 402(a)(4)(:)(D)
Scientific Equipment and Medical Apparatus/Equipment	22.1003-4(c)(1)(ii)	4.123(e)(1)(i)(B)
Office/Business Machines Repair	22.1003-4(c)(1)(iii)	4.123(e)(1)(i)[C]
Maintenance by Manufacturer or		,
Supplier Auto and other vehicle maintenance	22 1003 4(4)(1)(i)	4 122(a)(2)(i)(A)
(other than motor pools or similar	22.1003-4(d)(1)(i)	4.123(e)(2)(i)(A)
facilities)		
Financial Services involving issuance	22.1003-4(d)(1)(ii)	4.123(e)(2)(i)(B)
& servicing of cards (i.e. credit & debit cards)		
uenit caius)		

Contracts for conferences with	22.1003-4(d)(1)(iii)	4.123(e)(2)(i)(C)
hotels/motels (not contracts for		
lodging as needed)		
Manfufacture, calibrate, repair, install	22.1003-4(d)(1)(iv)	4.123(e)(2)(i)(D)
service by manf/supplier - sole		
source		
Air, Motor, Rail, Marine transportation	22.1003-4(d)(1)(v)	4.123(e)(2)(i)(E)
on regular routes, not charter		
Real estate services, appraisal	22.1003-4(d)(1)(vi)	4.123(e)(2)(i)(F)
service, disposal of real property		
Relocation services, real estate	22.1003-4(d)(1)(vii)	4.123(e)(2)(i)(G)
brokers, appraisers - not		
moving/storage	00.4000.0	4.447(1)
Remanufacturing Subject to Walsh-	22.1003-6	4.117(b)
Healey Public Contracts Act		
Clauses Prescribed/Required		
Service Contract Act, 52.222-41	22.1006(a), 52.222-41	4.6
Statement of Equivalent Rates,	22.1006(b), 22.1016,	4.6(k)(2)
52.222-42	52.222-42	
Fixed Price Contract ONLYFLSA &	22.1006[c](1) & (3),	N/A
SCA Price Adjustment, 52.222-43	52.222-43	
(with options)		
Fixed Price Contract ONLYFLSA &	22.1006(c)(2), 52.222-	N/A
SCA Price Adj., 52.222-44 (no	44	
options)		
Exemption from Application of	22.1006(e), 52.222-48	4.123(e)(1)(ii)(D),
Service Contract Act, 52.222-48		4.123(e)(1)(iii)
Place of Performance Unknown,	22.1006(f), 52.222-49	4.4(a)(3)
52.222-49		
Wage Determinations,		
Procedures for Obtaining and		
Applying		
Obtaining new or updated Wage	22.1007	4.4(a)(1)
Determinations		
New Contract	22.1007 (a)	4.4(a)(1)
Option	22.1007(b)(1)	4.4(a)(1), 4.143
Extension	22.1007(b)(1)	4.4(a)(1), 4.143
Changes in Scope of Contract	22.1007(b)(2)	4.4(a)(1), 4.143, 4.144
Affecting Labor Requirements		(-)(-),,
Annual Anniversary Date	22.1007[c](1)	4.4(a)(1)
Multiple Year Contract (Annual	,	
Appropriations)		
Biennial Anniversary Date	22.1007[c](2)	4.4(a)(1)
Multiple Year Contract (NOT Annual		
Appropriations)		
Information Necessary to Obtain	22.1008, 22.1009	4.4
Proper Wage Determination		
Wage Determinations Based Upon	22.1002-2, 22.1008-1	4.3, 4.50(a), 4.51, 4.54(a)
Locally Prevailing Wages		
Wage Determinations &	22.1002-3, 22.1008-2	4.1b, 4.50(b), 4.53, 4.54(c)
Requirements Based Upon Collective		
Bargaining		

Submission of Request to Department of Labor	22.1008	4.4
Place of Performance Unknown	22.1009	4.4(a)(3) & (4)
Timeliness of Department of Labor	22.1012-1	4.5(a)(2)
Wage Determination Responses No CBA		(=/(=/
Timeliness of Wage Determination Based on a Collective Bargaining Agreement	22.1012-2	4.1b(b)
Request for Status or Expediting of Response	22.1012-1(d)	4.5(d)
Proceeding with CBA Terms Pending (or Absent) a Department of Labor Response	22.1008-2(d)	4.163(b), 4.4(c)
Delayed Acquisition (More than 60 days)	22.1014	4.4(b)(4)
Review (Challenge) of Wage Determinations Based on Local Prevailing Wages	22.1013(b)	4.56
Review (Challenge) of Wage Determinations Based on Incumbent CBA	22.1013(a), 22.1021	4.6(d)(2), 4.10, 4.11, 4.12, 4.163[c]
Errors (of the Contracting Agency) Discovered by Department of Labor	22.1015	4.5[c]
Additional Classifications (Conformance Procedures)	22.1019	4.6(b)(2)
Not Conformable	22.1019(b)	4.152[c]
Indexing / Adir street of Conformed	EQ QQQ 44[=1/Q\/;;;\/D\	4.6(b)(2)(iv)(B)
Indexing (Adjustment of Conformed Rate)	52.222-41[c](2)(iv)(B)	4.0(0)(2)(14)(0)
	52.222-4 I[C](2)(IV)(B)	4.0(b)(2)(iV)(b)
	52.222-41[C](Z)(IV)(B)	+.0(b)(2)(iV)(b)
Rate)	22.1004	4.102, 4.103, 4.189
Rate) Enforcement		
Enforcement Authority Complaints and Compliance Assistance Recovery of Underpayments	22.1004	4.102, 4.103, 4.189
Enforcement Authority Complaints and Compliance Assistance Recovery of Underpayments Contract Termination Due to Violations	22.1004 22.1024 22.1022 22.1023	4.102, 4.103, 4.189 4.191 4.187 4.6(i), 4.190.
Enforcement Authority Complaints and Compliance Assistance Recovery of Underpayments Contract Termination Due to Violations Cooperation with Department of Labor	22.1004 22.1024 22.1022 22.1023 22.1024	4.102, 4.103, 4.189 4.191 4.187 4.6(i), 4.190. 4.6(g)
Enforcement Authority Complaints and Compliance Assistance Recovery of Underpayments Contract Termination Due to Violations Cooperation with Department of Labor Ineligibility of Violators (Debarment)	22.1004 22.1024 22.1022 22.1023 22.1024 22.1025	4.102, 4.103, 4.189 4.191 4.187 4.6(i), 4.190. 4.6(g) 4.188
Enforcement Authority Complaints and Compliance Assistance Recovery of Underpayments Contract Termination Due to Violations Cooperation with Department of Labor Ineligibility of Violators (Debarment) Withholding of Contract Payments	22.1004 22.1024 22.1022 22.1023 22.1024 22.1025 22.1022	4.102, 4.103, 4.189 4.191 4.187 4.6(i), 4.190. 4.6(g) 4.188 4.6(g)(3), 4.6(i), 4.187
Enforcement Authority Complaints and Compliance Assistance Recovery of Underpayments Contract Termination Due to Violations Cooperation with Department of Labor Ineligibility of Violators (Debarment) Withholding of Contract Payments Disputes Concerning Labor Standards	22.1004 22.1024 22.1022 22.1023 22.1024 22.1025 22.1022 22.1026	4.102, 4.103, 4.189 4.191 4.187 4.6(i), 4.190. 4.6(g) 4.188 4.6(g)(3), 4.6(i), 4.187 4.6 [r], 4.189
Enforcement Authority Complaints and Compliance Assistance Recovery of Underpayments Contract Termination Due to Violations Cooperation with Department of Labor Ineligibility of Violators (Debarment) Withholding of Contract Payments Disputes Concerning Labor Standards Postings of Notice to Employees and Wage Determinations	22.1004 22.1024 22.1022 22.1023 22.1024 22.1025 22.1022 22.1026 22.1018	4.102, 4.103, 4.189 4.191 4.187 4.6(i), 4.190. 4.6(g) 4.188 4.6(g)(3), 4.6(i), 4.187 4.6 [r], 4.189 4.6(e), 4.183, 4.184
Enforcement Authority Complaints and Compliance Assistance Recovery of Underpayments Contract Termination Due to Violations Cooperation with Department of Labor Ineligibility of Violators (Debarment) Withholding of Contract Payments Disputes Concerning Labor Standards Postings of Notice to Employees and Wage Determinations Recordkeeping Requirements	22.1004 22.1024 22.1022 22.1023 22.1024 22.1025 22.1022 22.1026 22.1018 52.222-41(i)	4.102, 4.103, 4.189 4.191 4.187 4.6(i), 4.190. 4.6(g) 4.188 4.6(g)(3), 4.6(i), 4.187 4.6 [r], 4.189 4.6(e), 4.183, 4.184 4.6(g), 4.185
Enforcement Authority Complaints and Compliance Assistance Recovery of Underpayments Contract Termination Due to Violations Cooperation with Department of Labor Ineligibility of Violators (Debarment) Withholding of Contract Payments Disputes Concerning Labor Standards Postings of Notice to Employees and Wage Determinations	22.1004 22.1024 22.1022 22.1023 22.1024 22.1025 22.1022 22.1026 22.1018	4.102, 4.103, 4.189 4.191 4.187 4.6(i), 4.190. 4.6(g) 4.188 4.6(g)(3), 4.6(i), 4.187 4.6 [r], 4.189 4.6(e), 4.183, 4.184
Enforcement Authority Complaints and Compliance Assistance Recovery of Underpayments Contract Termination Due to Violations Cooperation with Department of Labor Ineligibility of Violators (Debarment) Withholding of Contract Payments Disputes Concerning Labor Standards Postings of Notice to Employees and Wage Determinations Recordkeeping Requirements	22.1004 22.1024 22.1022 22.1023 22.1024 22.1025 22.1022 22.1026 22.1018 52.222-41(i)	4.102, 4.103, 4.189 4.191 4.187 4.6(i), 4.190. 4.6(g) 4.188 4.6(g)(3), 4.6(i), 4.187 4.6 [r], 4.189 4.6(e), 4.183, 4.184 4.6(g), 4.185
Enforcement Authority Complaints and Compliance Assistance Recovery of Underpayments Contract Termination Due to Violations Cooperation with Department of Labor Ineligibility of Violators (Debarment) Withholding of Contract Payments Disputes Concerning Labor Standards Postings of Notice to Employees and Wage Determinations Recordkeeping Requirements Overtime Miscellaneous Notice to Interested Parties (Collective Bargaining Agent	22.1004 22.1024 22.1022 22.1023 22.1024 22.1025 22.1022 22.1026 22.1018 52.222-41(i)	4.102, 4.103, 4.189 4.191 4.187 4.6(i), 4.190. 4.6(g) 4.188 4.6(g)(3), 4.6(i), 4.187 4.6 [r], 4.189 4.6(e), 4.183, 4.184 4.6(g), 4.185
Enforcement Authority Complaints and Compliance Assistance Recovery of Underpayments Contract Termination Due to Violations Cooperation with Department of Labor Ineligibility of Violators (Debarment) Withholding of Contract Payments Disputes Concerning Labor Standards Postings of Notice to Employees and Wage Determinations Recordkeeping Requirements Overtime Miscellaneous Notice to Interested Parties	22.1004 22.1024 22.1022 22.1023 22.1024 22.1025 22.1026 22.1026 22.1018 52.222-41(i) 22.301, 22.302	4.102, 4.103, 4.189 4.191 4.187 4.6(i), 4.190. 4.6(g) 4.188 4.6(g)(3), 4.6(i), 4.187 4.6 [r], 4.189 4.6(e), 4.183, 4.184 4.6(g), 4.185 4.180, 4.181, 4.182

Seniority Lists	22.1020-, 52.222- 41(n)	4.6(1)(2)
Subcontractors	22.1001, 52.222-41(a) & (l)	4.1a(f), 4.6(j), 4.114, 4.163(a)
Fair Labor Standards Act Application	22.1002-4, 52.222- 41[c](2)(iv)[C]	4.2
Fringe Benefits "Grandfather" Rule (High Fringe Benefit Retention)	N/A	4.52(d)
Safe and Sanitary Working Conditions	22.1002-1	4.104(b)

<u>Davis-Bacon Act</u>	<u>Federal</u> <u>Acquisition</u> <u>Regulation</u>	Code of Federal Regulations Reference (29 CFR, Parts 5, 1, 3, and 4)
Authority, Scope and Responsibility		
Department of Labor's	22.400, 22.403	1.1, 3.1, 5.1(a), 5.6(b), 5.13, 5.20, 5.22
Contracting Agency's	22.400, 22.406-1, 22.406-7(a), 22.406-8	5.1(a), 5.5(a), 5.6(a)(1)&(3), 5.20
Definitions		
Public Building	22.401	3.2, 5.2(i), 5.2(k)
Public Work	22.401	3.2, 5.2(i), 5.2(k)
Labor Standard	22.400-	5.2(f)
Construction, Alteration or Repair (including painting and decorating)	22.401	3.2, 5.2(j)
Mechanics and Laborers	22.401	5.2(m)
Apprentice	22.401	5.2(n)(1)
Trainee	22.401	5.2(n)(2)
Site of Work	22.401	5.2(I)
Wages	22.401	5.2(p), 5.23, 5.24, 5.25
Wage Determination	22.404-1	5.2(q)
Contract/Subcontracts	N/A	5.2(h)
United States	N/A	5.2(g)
Contractual Relationship between Employer (Contractor) & Employee	5.222-6(b)	3.2(e), 5.2(o)
Prevailing Wage	N/A	1.2
Wage Determinations on Line (WDOL)	22.001	1.5

Applicability		
General	22.403-1	5.1(a), 5.2(j), 5.5(a),
General	22.403-1	5.6(a)(1)
Demolition (if part of a construction	22.402(a)(1)(ii)	4.116(b)
contract or followed by construction	- ()()()	- ()
contract)		
Fabrication/Manufacturing (at the site of	22.402(a)(1)(iii)	5.2(j)(1)(iii)
construction)		
Painting & Decorating	22.402(a)(1)(iv)	5.2(j)(1)(ii)
Nonconstruction Contracts Involving	22.402(b),	4.116(c)(2),
Some Construction Work	22.407(c)	
Subcontractors	22.406-5, 52.222-	5.2(h), 5.5(a)(6)
ONLY to Work Performed by Laborers	11 22 402(a)(1)(i)	E 2(m) E 2(l) E 2(c)
and Mechanics at the Site of the Work	22.402(a)(1)(i), 22.402(a)(2)(iv)	5.2(m), 5.2(l), 5.2(o)
and mechanics at the ofte of the WOIR	22.702(a)(2)(iv)	
Exemptions/Exclusions/Non-		
Applicability Variations Taloraness Examplians	22.204/b)	2 2/d) E 14 E 4E
Variations, Tolerances, Exemptions	22.304(b)	3.3(d), 5.14, 5.15
Components/Materials Manufactured Off the Site of Work & Delivery	22.402(a)(2)(i)	5.2(j)(1)(iv)(B), 5.2(l)(3)
(Materialmen)		
Fabrication/Manufacturing (NOT at the	22.401 "site of	5.2(i), 5.2(l)(3)
site of construction)	work"	0.2(1), 0.2(1)(0)
Research and Development Work That	22.402(a)(2)(ii)	
Cannot Be Separated		
Railroad Employees Operating Under the	22.402(a)(2)(iii)	
Railway Labor Act		
Employees Working at	22.402(a)(2)(iv)	5.2(I)
Contractor/Subcontractor Permanent		
Office/Shops/Tool Yards		
Clauses Beguired		
<u>Clauses Required</u>	00.407	
General	22.407	3.11, 5.5(a)&(b), 5.6(a)(1)
Davis-Bacon Act, 52.222-6	22.403-1,	5.5(a), 5.5(a)(8)
	22.407(a)(1), 52.222-6	
Copeland Act (Anti-Kickback), 52.222-10	22.403-2,	3.11, 5.5(a)(5)
Coperand Act (Anti-McKback), 32.222-10	22.403-2, 22.407(a)(5),	σ. τ τ, σ.σ(α)(σ)
	52.222-10	
Contract Work Hours and Safety	22.305, 22.403-3,	5.5(b)
Standards Act, 52.222-4 (>\$100K in	52.222-4	,
value)(overtime)		
Secondary Site of Work	22.407(h),	5.2(I)(1)
Marata and an analysis of the same analysis of the same and an analysis of the same an	52.222-5	5.5(.)(0)
Withholding of Funds, 52.222-7	22.407(a)(2),	5.5(a)(2)
Payrolls and Rasis Passada E2 222 9	52.222-7	2.4.5.5(2)(3)
Payrolls and Basic Records, 52.222-8	22.407(a)(3), 52.222-8	3.4, 5.5(a)(3)
Apprentices, 52.222-9	22.407(a)(4),	5.5(a)(4)
, tpp://iiiiooo, 02:222-0	52.222-9	σ.σ(α)(-)
Subcontracts (Labor Standards), 52.222-	22.407(a)(6),	3.1, 5.5(a)(6), 5.2(h)
11	52.222-11	

Contract Termination-Debarment, 52.222-12	22.407(a)(7), 52.222-12	5.5(a)(7)
Compliance with Davis-Bacon and Related Act Regulations, 52.222-13	22.407(a)(8), 52.222-13	5.5(a)(8)
Disputes Concerning Labor Standards, 52.222-14	22.407(a)(9), 52.222-14	5.5(a)(9), 5.11
Certification of Eligibility (that contractor is not debarred), 52.222-15	22.407(a)(10), 52.222-15	5.5(a)(10)
Cost Contracts ONLY - Approval of Wage Rates, 52.222-16	22.407(b), 52.222-16	
Contracts Extending the Term by Option	52.222-10	
or Otherwise ONLY No Price Change Contracts Extending the Term by Option	52.222-31	
or Otherwise ONLY Percentage Method	J=:=== J :	
Contracts Extending the Term by Option or Otherwise ONLYActual Cost Change	52.222-32	
Nonconstruction Contracts Containing	22.402(b),	4.116(c)(2)
Some Davis-Bacon Covered Work	22.407(c)	/ 3(3)(2)
	- ()	
Wage Determinations,		
Procedures for Obtaining and		
Applying		
General	22.404	1.6, 5.2(q), 5.5(a)(1)(i)
Contracting Officer Responsibility	22.404-2(a) & (b) & (c)	1.6(b)
Types of Wage Determinations (WD)	22.404-1, 22.404- 2	All Agency Memorandum 130 & 131
Building WD	22.404-2(c)(1)	AAM 130 & 131
Residential WD	22.404-2(c)(2)	AAM 130 & 131
Highway WD	22.404-2(c)(3)	AAM 130 & 131
Heavy WD	22.404-2(c)(4)	AAM 130 & 131
Multiple General Schedules Contained in the Same Contract-Solicitation Clarification	22.404-2(b)	AAM 130 & 131
Questions or Doubt as to Proper General WD Types	22.404-2(c)(5)	5.20, AAM 130 &131
Obtaining or Requesting General WDs	22.404-3	1.5, 1.6
Project WD (Special WD, When no	22.404-3(b), (c)	1.5, 1.6
General WD is Appropriate)		
Project WD Expiration	22.404-5	1.6(c)(3)(iv)
Modification of WDs General	22.404-6(a)	1.6(c)(3)
Modification of WDs Sealed Bidding 10 Day Rule	22.404-6(b)	1.6(c)(3)(i)
Modification of WDs Negotiated Procurement (RFP, RFQ, Sole Source, etc.)	22.404-6(c)	1.6(c)(3)
Modification of WDs for Contracts	22.404-6(d),	AAM 157
Extending Term by Option or Otherwise	22.404-12	
Contracts Extended by Option or OtherwiseIncorporating New WD/Pricing of Option	22.404-12	AAM 157
- I		

Correction of WDs Containing Errors	22.404-7, 22.404- 3(d)	1.6(d)
Notification (by Department of Labor) of Improper WD Before Award	22.404-8	1.6(e)
Solicitation Issued Without Wage Determinations	22.404-4	1.6(e)
Award of Contract Without Required WD	22.404-9	1.6(f)
Wage Determination Appeals	22.404-11	1.8, 1.9
Additional Classifications (Conformance Procedures) SF1444	22.406-3, 52.222- 6(c)	5.5(a)(1)(ii)
Not Conformable	22.406-3(b) & (c)	5.5(a)(1)(ii)(1) & (2) & (3)
	` , , , ,	
Enforcement		
General Policy	22.406-1(a)	5.6(a)(1), 5.6(b)
Preconstruction Letters and	22.406-1(b)	3.0(a)(1), 3.0(b)
Conferences	22.400-1(b)	
Posting of Notice of Employees and	22.404-10,	5.5(a)(1)(i)
Wage Determinations	52.222-6(a)	5.5(\(\alpha\)(\(\dot\)(\(\dot\)
Wage Rate Payments	22.406-2(a) & (b), 52.222-6(a)	3.10, 5.5(a)(1)(i), 5.24, 5.31
Multiple Rates to Same Employee for Different Work Classifications		5.5(a)(1)(i)
Fringe Benefit Payments & Questions	22.406-2 (a) & (b), 52.222-6(a), (c), (d)	5.5(a)(1)(i)&(iii)&(iv), 5.23, 5.25, 5.26, 5,27
Deductions Permissible and Not Permissible (Copeland Act Compliance)	52.222-10	3.5, 3.6, 3.9, 5.5(a)(5), 5.2(f)
Overtime Payments Required	22.301, 22.406- 2(c), 52.222-4(a)	5.5(b)(1), 5.32
Overtime Liquidated Damages for	22.302, 52.222-	5.5(b)(2), 5.8
Violations	4(b)	
Apprentice Pay Rates	22.406-4, 52.222-	5.5(a)(4)(i)
Tueines Dev Detec	6(a), 52.222-9(a)	F. F.(-)(A)(::) F. A.C. F. A.7
Trainee Pay Rates	22.406-4(b), 52.222-6(a), 52.222-9(b)	5.5(a)(4)(ii), 5.16, 5.17
Payroll Submittals and Timeliness of	22.406-6(a),	3.3(b), 3.4(a), 5.5(a)(3),
Submittals	52.222-8	5.6(a)(2)
Payrolls Withholding for Nonsubmission	22.406-6(b), 52.222-8(b)(1)	5.5(a)(3)(iii)
Payrolls Examination	22.406-6(c)	3.4(a), 5.5(a)(3)(iii)
Payrolls Preservation (Retention)	22.406-6(d)	3.4(b), 5.5(a)(3)(i), 5.6(a)(2)
Payrolls Public Disclosure of Information	22.406-6(e)	J.J(4)(2)
Payrolls Availability for Inspection by the Contracting Officer or Department of Labor	52.222-8(c)	5.5(a)(3)(iii)
Payrolls Civil or Criminal Prosecution for Falsification	22.406-8(d)(2)(iv), 52.222-8(b)(4)	5.5(a)(3)(ii)(D), 5.10-
Payrolls Overtime Requirements	52.222-4(d)	5.5(c)
Compliance Checking General Policy	22.406-7(a)	5.5(a)(3)(iii)
		· · · · · · · · · · · · · · · · · · ·

Regular Compliance Checks (On-site Inspection, Payroll Reviews, Interviews, etc.)	22.406-7(b)	3.4(a)
Special Compliance Checks (Inconsistencies, errors, Omissions)	22.406-7(c)(1)	
Special Compliance Checks (Complaints Alleging Violations)	22.406-7(c)(2)	5.6(a)(3)
Investigations (by the Contracting Agency) - General Policy and Responsibility	22.406-8, 22.406- 8(a)	5.6(a)(3)
Investigation of Overtime Issues Subject to Same Policies & Procedures as FAR 22.4	22.303	5.5(c), 5.6(b)
Interview of Employees (during working hours)	52.222-4(d), 52.222-6(c)	5.5(a)(3)(iii)
Confidential Nature of Interviews	22.406-8(b), 22.406-8(c)(2)	5.6(a)(3)&(5)
Disclosure of Employee Statements (Interviews)	22.406-8(b), 22.406-8(c)(2)	5.6(a)(3)&(5)
Notification to the Contractor and Resolution	22.406-8(c), 22.406-10	5.10-, 5.11
Contracting Officer's Report	22.406-8(b), 22.406-8(d)	5.7
Reports of Investigation to Department of Labor	22.406-8(d)(i)	3.4(a), 5.7
Investigations by Department of Labor	22.406-8, 22.406- 8(c)	5.6(b)
Withholding from Contract Payments (due to Labor Standards Violations)	22.406-9(a), 52.222-7	5.5(a)(2)
Withholding from Contract Payments (due to nonsubmittal of certified payrolls)	22.406-6(b)	5.5(a)(3)(iii)
Withholding from Contract Payments (due to Overtime Violations or Liquidated Damages)	52.222-4(c)	5.5(b)(3)
Cross-Withholding from Other Prime Contracts Held by the Same Prime Contractor	22.406-9(a)(1), 52.222-7	5.5(a)(2)
Suspension of Contract Payments (due to Labor Standards Violations)	22.406-9(b), 52.222-7	5.9
Disposition of Withheld or Suspended Contract Payments	22.406-9(c)	6.33, 6.34
Contract Terminations (due to Labor Standards Violations)	22.406-11, 52.222-12	5.5(a)(7), 5.7(d)
Debarment	22.406-10(f), 52.222-12	5.5(a)(7), 5.12
Cooperation with Department of Labor	22.406-12	5.5(a)(3)(iii)
Disputes Concerning Labor Standards	22.407-9(a), 52.222-14	5.5(a)(9), 5.11
<u>Miscellaneous</u>		
General Rulings and Interpretations	22.403-4	5.13
Subcontractor SF1413 Submittals, Labor Standards Acknowledgements	22.406-5, 52.222- 11(d)	5.5(a)(6)
Subcontractor Overtime Requirements	52.222-4(e)	5.5(b)(4)

Semiannual Enforcement Reports to the Department of Labor	22.406-13	5.7(b)
Prime Contractor's Responsibility for Compliance by any Lower Tier Subcontractor	52.222-11(c)	5.5(a)(6), 5.5(b)(4)

Directory-Air Force Labor Advisors

Nick De Quiroga (Chief, AF Labor Advisors)

Nicholas.De Quiroga.1@us.af.mil

(720) 847-7341/DSN: 847-7341

Kyle C. Roberts (Labor Advisor-Eastern Region: AL, CT, DE, FL, GA, MA, MD, ME, MI, NC, NH, NJ, NY, OH, PA, RI, SC, TN, VA,VT, WV, Europe/Atlantic)

Kyle.roberts.2@us.af.mil

(321) 494-6734/DSN: 854-6734

Gina Garcia (Labor Advisor-Eastern Region)

Gina.garcia@us.af.mil

(512) 553-1370

Will Fugate (Labor Advisor-Central Region: AR, IA, IN, IL, KS, KY, LA, MN, MO, MS, NE, ND, OK, SD, TX, WI, Canada, South America)

William.fugate.2@us.af.mil

(321) 494-6735/DSN: 854-6735

Gary Lechman (Labor Advisor-Western Region: AK, AZ, CA, CO, HI, ID, MT, NM, NV, OR, UT, WA, WY, Pacific)

Gary.Lechman@us.af.mil

(720) 847-7340/DSN: 847-7340

Questions about the content of this Guide should be directed to the Chief or Regional Air Force Labor Advisors Office.